

Pretax Premium Overview (IRC Section 125)

When to elect

One can enroll in the IRC Section 125 Pretax Premium selection within 31 days of your date of hire, during the next regularly scheduled open enrollment period, or within 30 days of a HIPAA Special Enrollment Period as defined in Section 2 ([Exceptions to Irrevocability Rules](#)).

New this year, employees will be able to choose pre-tax and post-tax options separately for both dental and health insurance. Mid-year changes from pre-tax to post-tax and vice versa are not permitted.

Pre-tax Premium Elections are Irrevocable during the Plan Year

If you choose the Pre-tax Premium option, your election is generally irrevocable during the plan year. Refer to [Exceptions to the Irrevocability Rules](#) for information regarding the limited circumstances under which you may be permitted to change your election. If you wish to retain the option to cancel your coverage during the plan year, **do not elect Pre-tax Premium**.

Review your Selection Annually

If you elect the Pre-tax Premium option, your election will continue automatically from year to year unless you change your option during the regularly scheduled annual open enrollment period. Mid-year or retro-active election changes are not permitted. If you are within three years of retirement, take time to consider whether or not you should participate in the Section 125 Salary Reduction Plan. For more information about how Section 125 salary reductions affect your PERA benefits, call PERA Customer Service at 303-832-9550 or 1-800-759-7372.